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MANAGEMENT, WORKERS SHARE BLAME
FOR DROP IN HUNGARIAN PRODUCTION

A representative selection of articles which appeared in the Hungarian press during December 1950 and are presented below reveals a serious production lag in industry and mining and gives specific reasons for the existing conditions in the plants and mines.

The reasons may be roughly divided into two categories: charges against management and charges against workers.

The more important charges against management are:

1. Irregular and inadequate delivery of materials
2. Delivery of defective materials
3. Inferior quality of products
4. Poor maintenance of machinery and equipment
5. Antiquated equipment
6. Incompetent plant management
7. Tool shortages
8. Incompetence of foremen and other technical supervisory personnel
9. Excessive norms
10. Lack of cooperation between management and Stakhanovites
11. Lack of cooperation between management and workers and miners
12. Slighting the innovation movement

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In sum, these charges reveal a grave shortage of materials, a scramble to raise output at the expense of quality, extremely deficient control of finished products, and lack of training of the technical personnel.

Charges against workers and miners include:

1. Widespread absenteeism
2. Tardiness in reporting to work
3. Unsatisfactory work performance
4. Neglect of duties
5. Slack work competition
6. Neglect of brigade work
7. Neglect of duty by plant committees

Of the above, absenteeism has been reported most frequently in the press. The reasons given for absenteeism in the following press items are varied: poor discipline, particularly by plant committees personal activities of a worker, such as time taken to cultivate his own small plot of land, and uninspired leadership. A statement by a trade-union official indicates that the lag in plan fulfillment has been due to the increased absenteeism since the norm increases of August 1950.

Wage-fraud charges against workers, which were given a considerable amount of newspaper space last summer, before the norm increases in August, were conspicuously absent during the period under review. Perhaps, it is not unlikely, therefore, that they were being used merely as a preparatory barrage for the norm increases and have since been abandoned.

Numbers in parentheses refer to the appended list of sources.

DEFECTIVE MATERIALS, IRREGULAR DELIVERIES DELAY LOCOMOTIVE PRODUCTION

Irregular and inadequate delivery of materials, which are frequently defective, is a serious handicap to orderly operation in MAVAG (Magyar Allamvasuti Acél- és Gépgyár, Steel and Machine Works of the Hungarian State Railways), according to Technical Director Karpati (fnu). At a meeting of the technical management and supply department, complaints were made particularly about the shortage in boiler plate and boiler tubes. Despite repeated promises, the Matyas Rakosi Works had not delivered these materials for months. Shortage of locomotive springs is practically catastrophic, and the springs which have been received by the MAVAG are defective, full of holes, and brittle. The defects appear after the locomotives have been assembled.

Last November, the difficulties increased in the locomotive department, and material shortage became a grave handicap to plan fulfillment. To forestall complete disruption of operations, the MAVAG management complained to the government and to the party, asking for their help in obtaining the requisite materials. Subsequently, hundreds of "educators" were sent by the party to the various plants which supply MAVAG with materials, to explain to the workers how much the completion of Locomotive 618, the last in the MAVAG plan for 1950, meant to the national economy.

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From mid-November, all MAVAG workers watched anxiously to see whether the locomotive would be completed on time. By 8 December, work was finally finished on the boiler, and the locomotive rolled out of MAVAG under its own power.(1)

PRODUCTION LAG BLAMED ON LACK OF PROPAGANDA

At the Ujpest Orion Radio Works a number of workers are fulfilling only 60-70 percent of their quotas. The reason for the lag was given by a party worker as "lack of propaganda." One female worker thinks that her norm was set too high while another woman worker complains that no instruction in Stakhanovite methods is being given at the Orion works.

At the Acelonto-es Csogyar (Steel Castings and Pipe Works) many workers failed to profit by the example set by the transportation brigade in the castings cleaning department. The workers in Casting Brigade I, for example, have no idea how they are fulfilling their quotas, since no individual records are kept and the brigade exists on paper only. The brigade members have no individual quotas, and one brigade leader never attends the meetings of brigade leaders. In the youth brigade of the steel foundry the situation is similar. Brigade members are not informed as to the fulfillment of their individual quotas.(2)

CRITICIZE PLANT MANAGEMENT

In the Budapest Telephone Works production has declined seriously as a result of poor plant management. At times the workers have nothing to do, while at other times many workers have too much work assigned to them. Characteristic of the confusion in plant management is the fact that work on a large order could not be begun for lack of materials. After waiting for delivery for a long time, however, several quintals of the requisite materials were discovered in the supply department.

A reflection of these difficulties was the fact the Telephone Works completed less than 50 percent of its plan during recent months and production is still falling this month December 1950. (3)

ABSENTEEISM IN TEXTILE MILLS HEAVY SINCE NORM REGULATION

Throughout the textile industry a serious lag in plan fulfillment has been observed since the regulation of basic wage rates and norms last August.

In the Kobanya Budapest Spinning Works, 32 percent of the workers are currently failing to fulfill their individual quotas. In the Gyor Textile Works, similarly, quotas of a large contingent of the workers are not being met. This is a typical phenomenon in the entire textile industry.

Among the causes for the fall in production are inadequate maintenance of machinery and poor plant management. The main reason, however, is poor discipline with a heavy increase in absenteeism. In the last quarter of 1950 for example, 250,000 work days were lost in the textile and clothing industries as a result of absenteeism. This is equal to a full year's work for 1,000 workers. The loss of these 250,000 days resulted from the absence of 20 to 40 workers per day. In the Lorinc Spinning Works 29 workers were absent on 29 December, while in several plants data on absenteeism is not even recorded.

The heavy absenteeism indicates, among other things, lack of attention to the problem by plant committees. They do not refer guilty workers to the "social courts," while the committees on discipline do not deal with offenders with adequate energy.

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A great number of workers, also, come to work late. In one plant, for example, there were 146 latecomers during November and in another, the Loden Textile Works, 179. In the Lorinc Spinning Works 37 of the 66 spinning machines were idle at the shift change on 5 December for the same reason. In short, poor work discipline accounts for a large part of the fall in production.

The average plant norm could be increased from 4 to 5 percent by stricter work discipline, i.e., by a reduction in absenteeism, tardiness, and indifference at work. This is a task for the plant committee. It must initiate an intensive campaign, talk to individual workers repeatedly, and demand a cessation of the harmful practices. Where persuasion does not help, strict proceedings must be taken against the offenders. -- Karoly Dobrentey, general secretary, Textile and Clothing Workers' Trade Union.(4)

BLAMES POOR WORK PROCESS ANALYSIS

Work process analysis is being neglected in a large number of plants, with a consequent decline in production. A worker in the Kismotor-es Gepgyar (Small Motor and Machine Works) writes: "It appears to us that lack of work process analysis in our assembly department is responsible for the fact that the requisite materials are not being made available to the worker a week, a day, or even an hour before the start of work."

It is the duty of the plant management to complete the work process analysis on time. The work process must be analyzed, first, as to distribution of operations among the various shops. In the shops, the analysis should be carried further by the shop chiefs, who distribute operations to machine groups and brigades. On the third level, the work process is broken down by the foremen and brigade leaders, and operations are assigned to the various work benches. Finally, the workers must analyze the process in the last detail.(5)

CRITICIZE QUALITY OF PRODUCTS IN "OUTSTANDING PLANT"

The Magyar Gyapjufono es Szovogyar (Hungarian Wool Spinning and Weaving Works) has been awarded the coveted title of "outstanding plant" as a reward for plan fulfillment, good utilization of machinery, and economy in the use of raw materials. Nevertheless, the enterprise continues to make defective products. The yarn produced in the spinnery lacks uniform quality, and maintenance of machinery is neglected. The inferior quality of the yarns produced is due to poor technical management and to deficient discipline on the part of the workers.

A fundamental shortcoming of the technical personnel, especially the foremen in the clothing mill, is lack of advanced training. Competition for quality production is completely unknown in the plant, and workers are not informed of the quality of their products. All these shortcomings are primarily the fault of the management, although the plant committee must be allotted part of the responsibility. Extension of Stakhanovite methods is also neglected in the Hungarian Wool Spinning and Weaving Works, and quota fulfillment of one third of the workers is under 100 percent. -- Gorgy Berenyi (6)

BLAME DISORGANIZED PLANT CONDITIONS FOR FALL IN OUTPUT

The output of both experienced and inexperienced workers is lagging behind quota figures in many branches of industry. The reasons for the fall in production are numerous and include poor plant management, deficient flow of materials, inadequate maintenance of machinery, lack of tools, lack of detailed production plans, lack of cooperation between plant management and workers in discussing production plans, etc.

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As a result of these difficulties, working time is wasted on a large scale. In the Goldberger Textile Works the machines have not been overhauled since 1945. At the Ganz-Danubius Shipyards work in the foundry often begins at 0900 instead of 0800 because the materials are not ready. In the same plant, time is wasted also by poor transportation of materials, lack of order, and faulty distribution of labor.

At the Jenö Landler Locomotive Repair Works skilled workers are often required to transport materials from the supply department to the work benches and to waste time on administrative details, such as record keeping, etc.

At the coal mines the wait for empty mine trucks is the principal factor of waste.(7)

SLIGHT STAKHANOVITES, INNOVATORS IN ROADBUILDING

In a meeting of Stakhanovites, technical managers, engineers, foremen, and union representatives of the roadbuilding industry the handicaps of the Stakhanovite movement were discussed.

During the meeting several roadworkers pointed out that the Stakhanovite movement is seriously handicapped by the technical management's lack of interest in labor competition. The engineers pay no attention to innovations and discourage the training of Stakhanovites. They consider the whole Stakhanovite movement purely a party affair. As a result, the Stakhanovite movement in the roadbuilding industry is deadlocked. In some categories, for example machine operators and road maintenance workers, there are extremely few Stakhanovites.

Red tape is another factor which discourages competitive spirit and initiative. Several Stakhanovites reported that poor technical management and inferior work organization have likewise handicapped the Stakhanovite movement.

Another speaker criticized certain technical managements because of their negative attitude toward innovations. Innovations that were officially approved have been ignored by the engineers often for months or have never been placed in practice.

Another problem discussed at the meeting concerned workers who lag in quota fulfillment. The reason for the lag, according to one speaker, is that a large contingent of the roadworkers lack training and, therefore, need instruction by experienced workers.(8)

SAYS KOZERT MANAGEMENT INEFFICIENT, PERSONNEL SPY ON CUSTOMERS

Distribution of merchandise in the KOZERT (Municipal Food Industry, Inc.) system shows numerous defects. A few days ago, for example, 15 to 20 stores refused to accept deliveries, because they were well stocked in the merchandise which the central management was trying to get rid of. It was found that none of the stores had placed an order for the merchandise and that the KOZERT management made deliveries without asking the stores.

Part of the KOZERT personnel is still under the influence of enemy propaganda. One store manager, for example, was convicted of inflating prices and other offenses have also been noted, including short weighing.

Recently, long queues appeared in front of the KOZERT stores, seemingly waiting to make purchases, but in reality organized to create discontent. In many KOZERT stores the personnel itself gave support to the enemy. In the meantime, however, proper measures have been taken which put an end to these counter-revolutionary demonstrations. The personnel was reoriented and its attention was turned to disclosing the enemy's activities.

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The remedy for this problem lies in "relieving" the miners of their plots of land. The men spend all their Sundays and free time on weekdays, plus time illegally taken from work at the mine, in cultivating their land and are continuously exhausted by hard farm work. (11)

COAL MINE MANagements SKEPTICAL TOWARD INNOVATIONS

At a meeting of coal-mining innovators, bitter complaints were made about the disregard shown by mine managements for innovations. Utilization of a large number of innovations, for example, is often delayed for 8 to 9 months. Funds allotted for financing innovations are used grudgingly and improperly. The meeting adopted a unanimous decision demanding a new departure in innovation practice by coal mine managements. (12)

ATTENDANCE AT SHOP STEWARD COURSES POOR

Forty shop steward courses were started at the end of November. The courses were organized hastily, and the selection of the shops stewards who were to attend the courses was haphazard.

Attendance is extremely poor, and frequently less than one half of the students attend classes. For example, at Nagybatony-Ujlak 11 of the 40 students and at the Iron Construction Material Works 7 of the 17 enrolled students attended the lectures.

The lack of student interest is, in part, the fault of the lecturers. Boring delivery, monotonous reading of the syllabus in class, and a pseudo-scientific presentation of the subject are deterrent factors. (13)

PARTY ACTIVITIES IN HUNGARIAN PLANTS CONFUSED

In his speech on 27 October 1950 Matyas Rakosi pointed out that social-democratic opposition still exists and manifests itself especially in a reluctance to carry out unpopular tasks and in passing responsibilities on to party functionaries. Trade union activities in the plants reflect these weaknesses. Plant committee activities are neither directed nor supervised, although well-organized control could help develop efficient cadres, by pointing out mistakes committed in the past and existing shortcomings.

It happens frequently that the duties of a committee secretary in a large plant are not explained to the incumbent for several months and that his activities are not supervised. A committee member in charge of production received no instructions as to his duties for 8 months. One of the departments of SZOT (National Council of Trade Unions) did not call a meeting of its provincial representatives for 6 months. One of the county committees made a report on its inspection of a plant without notifying the plant itself of its findings. At the Ganz Wagon Works, some of the committee secretaries neglected their duty, or even acted under enemy influence, on the occasion of the peace loan drive.

Perfunctory visits by central committee members at the plants often disturb rather than help, plant committee activities. This is the case at the Goldberger Textile Works, which central committee members visit regularly in an effort to help the plant committee. Actually, however, the efforts of the visiting central committee members are confined to the gathering of statistical data. The plant committees complain that sometimes they are visited by three or four central committee members on the same day. The visitors find faults, but are unable to tell how these faults may be corrected.

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If the execution of party resolutions is supervised in the plants regularly, the enemies of the people will be routed. This happened on the occasion of the norm regulation last summer, when visiting central committee members succeeded in unmasking several party functionaries who were actively practicing enemy wage demagogy. -- Laszlo Koves (14)

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